**School Governor Role Description**

**About Fort Royal School**

Fort Royal School is a community primary school for children with a range of special educational needs. These include moderate or severe learning disabilities, physical disabilities, children with an autistic spectrum disorder and associated sensory and behavioural difficulties. In recent years, the needs of the children who are joining the school have become more complex, with the majority of children having severe needs. The catchment area for the school is a 15-mile radius of Worcester city.

The school is purpose-built and provides a range of educational and community facilities, including a sports hall, hydrotherapy pool, outdoor teaching areas and multi-disciplinary treatment rooms. The school has over 200 pupils aged 5-11.

We have experienced a significant surge in the number of pupils wanting to enter the school. The school has been significantly extended in recent years but has now reached its maximum capacity. The number of consultations we receive, however, continues to increase year on year, which is providing some challenges and in this situation strong and diligent leadership and governance is essential.

Our governing board supports the work of the school and the senior leadership team. Governors are expected to participate in evening meetings (about once a month) and are encouraged to take on a specialist link role and to support staff by visiting the school once or twice a term. Training in school governance will be provided by the school.

We are searching for enthusiastic individuals with a desire to learn about our school to join our board.

**Role Overview**

As a School Governor at Fort Royal School, you will play a vital role in supporting the school’s leadership in achieving its vision and delivering high-quality education for all children. We are seeking enthusiastic individuals with skills in legal, educational, and financial strategy, as well as expertise in communication, particularly in liaising with local authorities and marketing.

As a governor, you will not only support the head teacher and our dedicated staff, but also provide constructive challenge when necessary to ensure that our objectives are met and that our children enjoy their time at school, thriving both academically and personally. We look forward to welcoming individuals who are passionate about making a difference in the lives of our children.

**Commitment**

Our governors attend four 2-hour meetings per academic year, which are held at the school and three 2-hour online meetings per academic year. All governors must attend a minimum of three of these meetings per year. We also have a full day strategic meeting for governors once a year. Preparation for meetings does include reading papers and considering questions for senior leaders.

**Key Responsibilities**

* **Strategic Oversight.** Collaborate with the school leadership and fellow governors to shape the school’s vision and strategy.
* **Monitor Performance.** Holding the headteacher to account for educational performance.
* **Financial Effectiveness.** Ensuring resources are allocated effectively to maximise student outcomes.
* **Advocacy for Resources.** Support school leadership to ensure sufficient resources funding from local authorities, understanding complex budgets needs and contributing to official communications.
* **Committee Engagement.** Participate actively in online committee meetings and in-person meetings to review progress, discuss challenges, and propose solutions.
* **Staff Performance and Appointments.** Reviewing pay and performance to ensure alignment with the school’s goals and the best interests of our students.
* **Provide Expert Knowledge and Advice.** Governors are encouraged to take on a specialist link role based on their knowledge and expertise.

**Person Specification**

We are looking for four new governors, each with one or more of the following skills:

* **Education and disability.** Experience of working in the education/disability sector, either in schools, local authority or on national bodies or charities.
* **Communications and marketing.** Strong communication skills for effective interaction with government and local authorities regarding funding and support needs (excluding social media).
* **Finance and financial strategy.** Ideally, with experience in financial strategy, particularly related to budget management and advocacy for funding, will support the school’s financial needs.
* **Legal and educational knowledge.** Familiarity with the legal landscape of education governance, particularly regarding students with additional needs, is beneficial.

Additional skills required:

* **Demonstrates fairness**. Act with tact and diplomacy, with a commitment to equal opportunities and the determination to provide the best education for children in Worcester.
* **Collaborating and critical**. Respects opinions of others whilst challenging. Always seeks for the best solution for the pupils.
* **Innovative and solution focused.** Provides critical feedback and supports discussions to find effective solutions.
* **Strong communication skills**. The ability to analyse diverse information to drive improvement, while bringing specific expertise in areas such as finance, HR, or project management to enhance the governing board’s effectiveness.
* **Experience in leadership and chairing meetings.** Particularly within the education system or in relation to special educational needs.
* **Self-motivated and wanting to develop.** Ability and willingness to grow knowledge of the school and its local community, including safeguarding, and Ofsted.

**Why Join Us?**

Joining the Governing Board at Fort Royal School offers a unique opportunity to make a meaningful impact on the lives of very vulnerable children who have diverse learning needs. As a governor, you will collaborate with dedicated professionals and passionate governors, contributing your expertise to shape our school’s strategic direction. You'll gain valuable insights into the education system, develop your leadership skills, and engage with the local community.

Serving on the board provides a chance to advocate for the resources and support our students deserve, ensuring they receive the highest quality education. You will find this role both rewarding and fulfilling, knowing that your support helps create a nurturing and inclusive environment where every child can thrive. We will provide you with training and support throughout your time as a governor.

“Serving as a governor at Fort Royal for a number of years, has been deeply rewarding, as I know that my contributions are appreciated and that they make a positive difference to the lives of so many children in my local community.” – Governor.

**Application Process**

Before applying, please take some time to review our [website](https://www.fortroyal.co.uk/) (www.fortroyal.co.uk) including the page on our [Vision and Values](https://www.fortroyal.co.uk/visions-and-values/) ([www.fortroyal.co.uk/visions-and-values](https://www.fortroyal.co.uk/visions-and-values)).

To apply, we welcome you to get in contact to arrange an informal chat and a visit to the school to meet some of the pupils and their staff. Following this, we will provide an application form. Shortlisted candidates will be invited to an interview, which will include a tour of the school. For more information, please contact Emma via email [EEvans@fortroyal.worcs.sch.uk](mailto:EEvans@fortroyal.worcs.sch.uk)

All governors are expected to agree to the Code of Conduct, which is reviewed annually. This role requires an Enhanced DBS check.

The duties of this role are subject to review and changes may be made to this role description and person specification as appropriate in response to organisational changes and instructions received from other organisations, such as the Local Authority or the Department for Education.